



Limitations on Employment of Relatives

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1.0 POLICY

This policy governs the employment of relatives within the County.

2.0 DEFINITIONS

- 2.1 Immediate Family:** Refers to an employee's spouse, mother, father, guardian, son, daughter, brother, sister, grandchild, or grandparent, as well as the various combinations of half, step, in-law and adopted relationships that can be derived from the family members named herein.

3.0 PROCEDURE / RULE

- 3.1** No two members of an immediate family shall be employed within the same department if such employment will result in one member supervising the other or in one member occupying a position that has influence over the other's employment, promotion, salary administration, or related management or personnel considerations.
- 3.2** The provisions of this section shall not be retroactive, and no action will be taken concerning members of the same family employed in conflict with Subsection 3.1 before the adoption of this policy.
- 3.3** The Board of Commissioners must give its approval before the Sheriff or the Register of Deeds can employ in their respective offices either a person who is a relative by blood or marriage of nearer kinship than first cousin or a person who has been convicted of a crime involving moral turpitude, as required by North Carolina General Statute Section 153A-103(1).

4.0 APPENDIX / APPENDICES

None.